



City of Cleveland  
Frank G. Jackson, Mayor

Department of Public Safety  
Michael McGrath, Director  
601 Lakeside Avenue, Room 230  
Cleveland, Ohio 44114-1015  
216/664-3736 • Fax: 216/664-3734  
www.cleveland-oh.gov

August 14, 2018

**Patrol Officer Steven Fedorko #1399**

1 - SAFETY PERSON INFO

**Bainbridge, Ohio** 1 - SAFETY ...

Patrol Officer Fedorko #1399:

This letter is to advise you (Patrol Officer Steven Fedorko #1399) of the result of the administrative pre-disciplinary hearing you attended on June 26, 2018, in the Department of Public Safety. The hearing was held to address the results of an internal investigation wherein you were alleged to have engaged in improper conduct and/or procedure. You were charged with rule violations, which follow:

**STATEMENT OF POLICY**

**In part:**

The Manual of Rules and Regulations sets forth the conduct and behavior to be followed by officers and employees. Any violation of these rules and regulations shall be a basis for disciplinary action. Disciplinary action includes, but is not limited to, verbal and written reprimands and the preferring of divisional charges which can result in suspension, loss of pay, demotion or termination. The rules, regulations, and standards contained in this manual shall apply whether the officer or employee is on or off duty. Where a conflict exists between a Rule and Regulation and a General Police Order, the Rule or Regulation provision shall be adhered to.

**General Police Order 1.1.01: City of Cleveland Mission Statement and Ethics Policy**

**General Police Order 1.1.02: Values Mission Statement**

**General Police Order 1.1.03: Standards of Conduct and Courtesy**

**General Police Order 1.1.08: Violence in the Workplace**

**General Police Order 1.3.01: Media Relations**

**General Police Order 2.1.01: Use of Force**

**General Police Order 3.2.02: Vehicle Pursuits**

**General Police Order 3.2.20: Wearable Camera System (WCS)**

**The Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police: Rules 1.07, 2.01, 2.02, 2.03, 2.04, 2.08, 2.10, 2.14 (a) (b) (c) (e) and (f), 3.12, 4.01, 5.01, 5.08, and 9.03.**

**Civil Service Commission Rule 9.10: (1) (3) (5) (10) and (18).**

**Specification #1:** It was determined that on March 4, 2017, you (Patrol Officer Steven Fedorko #1399) were untruthful in reporting how you sustained an on-duty injury to your sector supervisor, and on reporting documents (OWC forms, Blue Team, Form-1).

**Specification #2:** It was determined that on February 22, 2018, you (Patrol Officer Steven Fedorko #1399) were untruthful during your Garrity Interview with Internal Affairs.

**Specification #3:** It was determined that on March 4, 2017, you (Patrol Officer Steven Fedorko #1399) violated JoNathan Lutton's Due Process and Constitutional Rights by falsely accusing him of Felonious Assault.

**Specification #4:** It was determined that on March 4, 2017, you (Patrol Officer Steven Fedorko #1399) failed to report an application of a Use of Force, "leg lock", to your supervisor.

**Specification #5:** It was determined that on March 4, 2017, you (Patrol Officer Steven Fedorko #1399) acted outside of policy and training by applying the force application of a "leg lock".

**Specification #6:** It was determined that on March 4, 2017, you (Patrol Officer Steven Fedorko #1399) failed to report an injury that occurred to a subject you used force on.

**Specification #7:** It was determined that on March 4, 2017, you (Patrol Officer Steven Fedorko #1399) used demeaning language towards a citizen when you called him a "fucking piece of shit".

**Specification #8:** It was determined that on May 17, 2017, you (Patrol Officer Steven Fedorko #1399) engaged in a vehicle pursuit and failed to report it to a supervisor.

**Specification #9:** It was determined that on May 17, 2017, you (Patrol Officer Steven Fedorko #1399) did not activate your WCS during an unreported vehicle pursuit.

**Specification #10:** It was determined that on May 13, 2017, you (Patrol Officer Steven Fedorko #1399) provided information to a media outlet about a shooting at the 1000 block of East 71 Street and for an RTA bus shot.

**Specification #11:** It was determined that on June 1, 2017, you (Patrol Officer Steven Fedorko #1399) provided information to a media outlet about a shooting on Hillsboro Avenue.

**Specification #12:** It was determined that on June 11, 2017, you (Patrol Officer Steven Fedorko #1399) provided information to a media outlet about a possible shooting on East 71 street and Maud Avenue.

**Specification #13:** It was determined that on June 15, 2017, you (Patrol Officer Steven Fedorko #1399) provided information to a media outlet for a missing child at Euclid Beach.

**Specification #14:** It was determined that on June 17, 2017, you (Patrol Officer Steven Fedorko #1399) provided information to a media outlet for a male shot at 8210 Simon.

**Specification #15:** It was determined that on July 12, 2017, you (Patrol Officer Steven Fedorko #1399) provided information to a media outlet for a male shot at East 110 street and Superior Avenue.

**Specification #16:** It was determined that on June 11, 2017, through June 27, 2017, you (Patrol Officer Steven Fedorko #1399) provided information on the numbers, photographs and conditions of police vehicles to a media outlet.

**Specification #17:** It was determined that on or about November 16, 2017, you (Patrol Officer Steven Fedorko #1399) did create and distribute "MEMES" of a fellow employee (Patrol Officer Jovan Glass), in violation of GPO 1.1.08: Violence in the Workplace.

All specifications are in violation of the rules, regulations and procedures of the Division of Police, Department of Public Safety.

In attendance at the administrative pre-disciplinary conference were you, President Jeffrey Follmer, Vice President David Medina and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Patrol Officers Lewis Stevens and Joseph Tylka of the Fourth District, Superintendent Ronald Bakeman, Sergeant Jason Steckle and Sergeant Mitchell Sheehan of the Internal Affairs Unit, Ayesha Bell Hardaway of the Federal Monitoring Team, Attorney Ami Patel of Zashin & Rich, Lieutenant Brian Carney of the Case Preparation Office and Assistant Director Timothy Hennessy who presided over the conference.

**Prior to the hearing, the below terms were agreed upon by you, the CPPA and the City:**

- **"No Contest"** plea understanding that you would be found **"Guilty"**
- **Amended Specification #1:** It was determined that on March 4, 2017, you (Patrol Officer Steven Fedorko #1399) withheld information in reporting how you sustained an on-duty injury to your sector supervisor, and on reporting documents (OWC forms, Blue Team, Form-1).
- **Amended Specification #2:** It was determined that on February 22, 2018, you (Patrol Officer Steven Fedorko #1399) withheld information during your Garrity Interview with Internal Affairs.

- **Suspension for a period of thirty (30) consecutive workdays (Group III offense, first offense) without pay.**

**In addition, it was agreed that neither you nor the CPPA would file a grievance challenging the discipline imposed.**

I have accepted the settlement reached and I find there is just cause to impose discipline. This settlement agreement is entered into by the parties on a non-precedent basis for any City employee other than Patrol Officer Steven Fedorko #1399. As such, I **"Dismiss"** Specification #3 and I find you **"Guilty"** of the remaining administrative charges.

The above imposed suspension shall commence, and be effective the next working day after you are served with this notice. You shall surrender your badge, police identification card, unloaded departmentally issued firearm and three (3) loaded magazines + one (1) live round to your Commanding Officer or his designee, at the end of your shift. Upon completion of the suspension days, you shall retrieve the aforementioned property from your Commanding Officer and/or his designee upon reporting for duty.

Pursuant with the terms of the agreement between the City of Cleveland and the Cleveland Police Patrolmen's Association, disciplinary suspensions shall not be used for progressive discipline purposes after three (3) years from the date the discipline was administered

It is the Division's earnest desire that this letter will serve as a deterrent against future acts of this nature. Any prospective acts of same or similar conduct may lead to progressive discipline.

Sincerely,



Michael McGrath, Director  
Department of Public Safety

**Patrol Officer Steven Fedorko #1399**  
**August 14, 2018**  
**Page 5 of 5**

MM:bpc:jnb

cc:

Calvin Williams, Chief, Division of Police  
Joellen O'Neill, Deputy Chief, Executive Officer  
Dornat Drummond, Deputy Chief, Field Operations  
Deon McCaulley, Deputy Chief, Administrative Operations  
Harold Pretel, Deputy Chief, Homeland Special Operations  
Deirdre Jones, Commander, Bureau of Support Services  
Sammy Morris, Commander, Fifth District  
Jason Steckle, Acting Lieutenant, Officer-in-Charge, Internal Affairs Unit  
Ronald Bakeman, Internal Affairs Superintendent  
Carla Ellis, Lieutenant, Officer-in-Charge, Personnel Unit  
William Mokshefsky, Sergeant, Officer-in-Charge, Personnel Unit  
Cynthia Oliver, Sergeant, Officer-in-Charge, Timekeeping Unit  
Nycole West, Director, Department of Human Resources  
Kandie Ezell, Administrative Manager, Department of Public Safety  
Barry Withers, Assistant Director, Acting Secretary, Civil Service Commission  
Jeffrey Follmer, President, Cleveland Police Patrolman's Associations  
Matthew Barge, Federal Monitoring Team, PARC  
Richard Rosenthal, Federal Monitoring Team, PARC  
Hassan Aden, Federal Monitoring Team, PARC  
Gregory White, Consent Decree Coordinator  
Sean M. Smoot, Director & Chief Legal Counsel, PB & PA of Illinois  
Christine M. Cole, Vice President & Executive Director, Crime & Justice Institute  
Nicole Porter, Attorney, U. S. Department of Justice, Civil Right Division  
Michael Evanovich, Contractor, U. S. Department of Justice, Civil Right Investigator  
Ayesha Bell Hardaway, Assistant Professor of Law, Case Western Reserve University



Total Number of Redactions: 2

By Exemption:

"Information regarding the person's residential address, participation in employee assistance program, social security number, residential telephone number, bank account, debit card, charge card or credit card number, emergency telephone number, any medical information, and/or charitable or employment benefit deductions has been redacted based upon O.R.C. 149.43(A)(7)(a) thru (e).  
" (SAFETY PERSON INFO): 2 instances

By Page:

Page 1 - "Information regarding the person's residential address, participation in employee assistance program, social security number, residential telephone number, bank account, debit card, charge card or credit card number, emergency telephone number, any medical information, and/or charitable or employment benefit deductions has been redacted based upon O.R.C. 149.43(A)(7)(a) thru (e).  
" (SAFETY PERSON INFO): 2 instances